

Children's homes - interim inspection

Inspection date	25/01/2016
Unique reference number	SC032058
Type of inspection	Interim
Provision subtype	Children's home
Registered person	Buckinghamshire County Council
Registered person address	Chief Officer, County Hall, Walton Street, AYLESBURY, Buckinghamshire, HP20 1UA

Responsible individual	Karen Dolton
Registered manager	Post Vacant
Inspector	Trish Palmer

Inspection date	25/01/2016
Previous inspection judgement	Good
Enforcement action since last inspection	None
This inspection	
<p>The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection</p> <p>This home was judged Good at the full inspection. At this interim inspection Ofsted judge that it has sustained effectiveness.</p> <p>The interim manager has left since the last inspection. An experienced long-standing senior worker from the home is currently undertaking this role giving continuity and stability to the young people and staff. The statement of purpose and function needs to be amended to reflect this and a copy sent to HMCI.</p> <p>There were four requirements and three recommendations made at the last full inspection. Due to the change of manager, not all these have been met. The current manager has begun to action these.</p> <p>The young people continue to make good progress and have positive relationships with a staff team that know and understand their individual needs. There is a robust monitoring system in place giving a clear insight into the effectiveness of care practice in the home.</p> <p>The young people have clear goals and targets; these are updated weekly to show how young people have progressed and work undertaken to meet their targets. Young people comment on these before they are emailed to social workers.</p> <p>Staff celebrate the young people's achievements in young people's meetings and with certificates which are displayed in the home.</p> <p>Supervisions remain sporadic. The manager is aware and has started to action this. Recording of some supervisions lacks detail and clarity of what has been discussed. The manager is looking at training for the staff responsible for supervision. There are regular team meetings where staff purposefully discuss young people and care practice issues. Alternate staff meetings are attended by representative from the child and adolescent mental health service. This supports staff in looking at how they can best support young people with different aspects of their lives.</p> <p>The staff understand the importance of education and support young people in attending school or college. One young person has recently started college; at times she can find it difficult, staff were observed calling her and offering her a hot</p>	

drink and breakfast whilst encouraging her to get up and attend. Communication between education providers and the home is good. Staff attend school meetings and parents evenings. A young person disclosed to staff that he was being bullied, staff reported this to the school and during the inspection, the school phoned to say that the parents of the boys had been called in for a meeting.

There have only been three sanctions since the last inspection: these have been fair and proportionate. The young people are given the opportunity to read and comment on the sanction imposed and the manager reviews the effectiveness of these.

There has only been one physical intervention since the last inspection, this was recorded appropriately and the young person commented.

There has been a change of staff since the last inspection, four long-standing and experienced staff have left the home to work in other departments in the county. The home is in the process of recruiting new staff but in the meantime, staff that have recently left the home are covering shifts. This means that the young people have continuity whilst new staff are being recruited.

The evidence of the full range of recruitment checks undertaken is not systematically retained in the home, but in the local authority's headquarters. This also relates to agency staff used in the home. This means the manager cannot objectively confirm the safety of recruitment although the wider system used is sound.

The young people are encouraged and supported with building and maintaining friendships in the community. One young person often stays with friends from college. Staff have worked well with her about keeping herself safe when out and managing risks whilst promoting her independence.

There have been no reports of young people missing since the last full inspection. The home has good links with the local police officer who visits the home on a regular basis.

Staff understand the importance of keeping young people safe and who to report concerns to, however the majority of staff have not had refresher training in safe guarding, child sexual exploitation or prevent training. The manager is looking into this.

The home has a warm nurturing feel, the lounge has recently been redecorated and young people were involved in choosing the new furniture. A young person is in the process of redecorating her bedroom with her key worker. The kitchen however needs urgent attention, some of the cupboards are broken and the others are very outdated. Young people often spend time in the kitchen with the cook during the week and help staff at weekends to cook meals; this is an important

part of the home.

Information about this children's home

This is a local authority children's home providing residential care for up to six young people with emotional and behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/08/2015	CH - Full	Good
09/02/2015	CH - Interim	improved effectiveness
09/09/2014	CH - Full	Good

What does the children's home need to do to improve?

Statutory Requirements

This section sets out the actions which must be taken so that the registered person/s meets the Care Standards Act 2000, Children's Homes (England) Regulations 2015 and the *Guide to the children's homes regulations including the quality standards*. The registered person(s) must comply with the given timescales.

Requirement	Due date
The registered person must give notice in writing to HMCI, as soon as it is reasonably practicable to do so, if any of the following events take place or are expected by the registered person to take place— (a) a person other than the registered person carries on or manages the children's home. (Regulation 49(a))	21/2/16
The registered person must— (a) keep the statement of purpose under review and, where appropriate, revise it; and (b) notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16(3)(a)(b))	21/2/16
The registered person must ensure that all employees— receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4)(b))	1/3/16
To meet the protection of children standard the registered person must ensure: That the premises used for the purpose of the home are designed, furnished and maintained; this is specifically in relation to the kitchen. (Regulation 12)(2)(d))	1/5/16

Recommendations

To improve the quality and standards of care further the service should take account of the following recommendation(s):

- Ensure recruitment safeguards young people; in particular retain a record in the home confirming that all safer recruitment checks have been obtained for all staff. (Guide to Children's Homes Regulations, page 61, paragraph 13)
- The registered person should ensure that skills in safeguarding are gained, refreshed and recorded in the homes workforce plan. (Guide to Children's Homes Regulations, page 4.3 paragraph 9.12)

What the inspection judgements mean

At the interim inspection we make a judgement on whether the home has improved in effectiveness, sustained effectiveness, or declined in effectiveness since the previous full inspection. This is in line with the *Inspection of children's homes: framework for inspection*.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people living in the children's home. Inspectors considered the quality of work and the difference adults make to the lives of children and young people. They read case files, watched how professional staff work with children, young people and each other and discussed the effectiveness of help and care given to children and young people. Wherever possible, they talked to children, young people and their families. In addition the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people who it is trying to help, protect and look after.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service and to consider how well it complies with the Children's Homes (England) Regulations 2015 and the *Guide to the children's homes regulations including the quality standards*.

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